

**UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA**

CARROLL WATTS-LYNCH,

Plaintiff,

vs.

DELTA AIR LINES, INC.,

Defendant.

CASE NO.: CV 15-9476-MWF (RAOx)

The Honorable Michael W. Fitzgerald,
United States District Judge

JUDGMENT AFTER TRIAL

This action came on regularly for jury trial between February 13, 2018 and February 16, 2018, in Courtroom 5A of this United States District Court. Plaintiff Carroll Watts-Lynch was represented by Gregory W. Smith, Esq. and Diana Wang Wells, Esq. of Gregory W. Smith Law Offices. Defendant Delta Air Lines, Inc. was represented by Amy Wintersheimer Findley, Esq. and Peter Allen Griffin, Esq. of Allen Matkins Leck Gamble Mallory and Natsis LLP.

A jury of eight persons was regularly empaneled and sworn. Witnesses were sworn and testified and exhibits were admitted into evidence. After hearing the evidence and arguments of counsel, the jury was duly instructed by the Court and

the cause was submitted to the jury. The jury deliberated and thereafter returned a special verdict as follows:

Claim 1: Disability Discrimination

1. Was Carroll Watts-Lynch able to perform the essential job duties with reasonable accommodation for her heart condition?

YES X NO _____

If you answered "yes," proceed to Question No. 2. If you answered "no," proceed to Question No. 6.

2. Did Delta Air Lines refuse to return Carroll Watts-Lynch to work from a medical leave of absence?

YES _____ NO X

If you answered "yes," proceed to Question No. 3. If you answered "no," proceed to Question No. 6.

[Question Nos. 3 through 5 omitted.]

Claim 2: Failure to Provide a Reasonable Accommodation

6. Did Carroll Watts-Lynch have a heart condition that limited her ability to lift?

YES X NO _____

If you answered "yes," proceed to Question No. 7. If you answered "no," proceed to Question No. 11.

7. Was Carroll Watts-Lynch able to perform the essential job duties of a Customer Service Agent, or any other available position for which she was qualified, with reasonable accommodation for her heart condition?

YES X NO _____

If you answered "yes," proceed to Question No. 8. If you answered "no," proceed to Question No. 11.

8. Did Delta Air Lines fail to provide reasonable accommodation for Carroll Watts-Lynch's heart condition?

YES X NO _____

If you answered "yes," proceed to Question No. 9. If you answered "no," proceed to Question No. 11.

1 9. Was Carroll Watts-Lynch harmed?

2 YES X NO _____

3 If you answered “yes,” proceed to Question No. 10. If you answered
4 “no,” proceed to Question No. 11.

5 10. Was Delta Air Lines’ failure to provide reasonable accommodation a
6 substantial factor in causing Carroll Watts-Lynch’s harm?

7 YES X NO _____

8 Proceed to Question No. 11.

9 11. If you answered “yes” to *either* Question No. 5 *or* Question No. 10, proceed
10 to Question No. 12. If you answered otherwise, answer no further questions
11 and have the foreperson sign and date this form.

12 Defenses to Claims 1 and 2

13 12. Would providing Carroll Watts-Lynch with a reasonable accommodation
14 have created an undue hardship to the operations of Delta Air Lines?

15 YES _____ NO X

16 Proceed to Question No. 13.

17 13. Even with a reasonable accommodation, would Carroll Watts-Lynch *not*
18 have been able to perform the essential job duties of the Customer Service
19 Agent position, or any other available position for which she was qualified,
20 without endangering her own health or safety?

21 YES _____ NO X

22 If you answered “no” to *either* Question No. 12 or Question No. 13,
23 proceed to Question No. 14. If you answered otherwise (that is, you
24 answered “yes” to *both* Question No. 12 *and* Question No. 13),
25 answer no further questions and have the foreperson sign and date this
26 form.

27 Damages

28 14. What are Carroll Watts-Lynch’s total damages, taking into consideration her
duty to reasonably mitigate her damages?

Economic damages from the date she could have returned to work at
Delta Air Lines following her heart attack to the date she actually
returned to work: \$ 113,400.00

1
2 Non-economic damages from the date she could have returned to
3 work at Delta Air Lines following her heart attack to the date she
4 actually returned to work: \$ 0

5 TOTAL: \$ 113,400.00
6

7 Now, therefore, pursuant to Rules 54 and 58 of the Federal Rules of Civil
8 Procedure, **IT IS HEREBY ORDERED, ADJUDGED AND DECREED** that
9 final judgment in this action be entered as follows:

- 10 1. As to Plaintiff's first claim for relief for disability discrimination in
11 violation of California Government Code §§ 12940, *et seq.*: Judgment
12 is entered in favor of Defendant Delta Air Lines, Inc. and against
13 Plaintiff Carroll Watts-Lynch. Plaintiff Carroll Watts-Lynch shall take
14 nothing on her first claim.
- 15 2. As to Plaintiff's second claim for relief for failure to provide a
16 reasonable accommodation in violation of California Government Code
17 § 12940(m): Judgment is entered in favor of Plaintiff Carroll Watts-
18 Lynch and against Defendant Delta Air Lines, Inc., as follows:
19 \$113,400.00,
- 20 3. As the prevailing party, Plaintiff Carroll Watts-Lynch may file an
21 application to recover her reasonable costs and attorneys' fees in
22 accordance with California Government Code § 12965(b).

23
24 Dated: February 26, 2018.



26 MICHAEL W. FITZGERALD
27 United States District Judge
28